



## OUR VISION

**'TO BE A COMPANY PEOPLE ASPIRE TO WORK FOR, WHERE WE WILL ALWAYS DELIVER THE BEST EXPERIENCE FOR OUR CUSTOMERS'.**

## ROLE DESCRIPTION

Year in Industry Engineer

## ROLE AND RESPONSIBILITIES

Your purpose and contribution to Knights Brown will be to:

- Develop and apply your knowledge and skills within the business
- Make decisions and develop your confidence and ability as an engineer with support from your Site Manager, Line Manager and colleagues.
- Gain an appreciation of the knowledge, experience and attributes of a contracting civil engineer

## ROLE ACCOUNTABILITIES

- Understand project requirements (drawings, specifications, etc) and provide setting out information to the workforce/sub-contractors in a suitable clear, concise and timely manner.
- Check accuracy of construction operations to ensure compliance with provided information, seek and provide clarification/guidance where required.
- Ensure quality control requirements are met and recorded through compliance and management of the Inspection and Test Plan and accurate recording of As-Built information.
- Prepare reports, method statements, risk assessments and approval documents.
- Organise (if appropriate), supervise and manage site activities in line with RAMs, ensuring a high standard of health, safety and environmental compliance.
- Provide input to proposals, work schedules, value engineering and general improvements.
- Assist the site team with running and managing site to deliver the project to a high standard.
- Ensure adherence to legal requirements and company procedures.
- Proactively seek to improve safety standards and promote a positive safety culture.
- Be sufficiently aware of contractual requirements - clarify where necessary including maintaining accurate records to assist in commercial recovery where appropriate.
- Identify problems and seek the most efficient construction solutions.
- Ensure labour (if applicable), plant, and material requirements are procured, reconciled and managed through implementation of Evision.
- Support the divisional team in Marketing, Business Development, Work Winning and other requirements.

## INDIVIDUAL ACCOUNTABILITIES

- Represent and promote the company in a professional manner
- Understand our business strategy and your personal contribution to achieving our six-point plans
- Be clear on your responsibilities and strive to deliver what is expected, taking time to think, plan, and reflect on progress.
- Actively contribute to improving our business through our Right Works programme.
- Help others to succeed and acknowledge the success of others.
- Understand your personal responsibilities to maintaining our HSQE standards.
- Understand our company policies and procedures and recommend improvements.
- Understand how your actions impact positively and negatively on our reputation.
- Allow our guiding principles to guide you in your work.
- Challenge how things are done to improve productivity.
- Exploit opportunities to learn.
- Challenge behaviours that do not create an inclusive environment.



## GUIDING PRINCIPLES AND EMPLOYEE BEHAVIORS

GUIDING PRINCIPLES	INDIVIDUAL BEHAVIOURS
<p><b>FOSTER TEAM SPIRIT.</b> We are stronger together.</p>	Works effectively with others in the team and help each other to succeed.
<p><b>INSPIRE CONFIDENCE AND ADMIRATION.</b> We build respect through trust.</p>	Conscientiously delivers for our customers and other stakeholders. Be an ambassador for Knights Brown.
<p><b>FACE CHALLENGES WITH ENTHUSIASM.</b> We are adventurous, encouraging, creative and open minded.</p>	Takes ownership of and resolves straightforward problems quickly and effectively. Seek support when appropriate.
<p><b>BUILD OPEN AND HONEST RELATIONSHIPS.</b> We listen to what others have to say.</p>	Listens to others. Builds good working relationships with colleagues and people we interact with.
<p><b>ADD VALUE THROUGH SIMPLICITY.</b> We are straightforward and uncomplicated.</p>	Communicates concisely. Makes timely decisions. Works within understood processes and procedures and implements Right Works putting forward suggestions for improvements.
<p><b>TAKE PRIDE IN SUCCESS.</b> We challenge the way we work to find a better way.</p>	Takes pride in achievement. Tackles objectives with energy and enthusiasm.